

Alice Winkler, Esq.
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Executive Summary

Proactive employment specialist, skilled at analyzing, negotiating and resolving personnel and business disputes in a wide array of industries. Experienced in employee and labor relations, and the preparation and implementation of legally compliant policies and procedures. Aligns human resources activities with organizational strategic plans.

Panels and Rosters

Arbitration

- ◆ *New York State Employment Relations Board*
- ◆ *National Association of Securities Dealers*
- ◆ *Federal Mediation and Conciliation Service*
- ◆ *National Arbitration and Mediation, Inc. (Employment Panel)*
- ◆ *National Mediation Board*
- ◆ *New Jersey Board of Mediation*
- ◆ *New York Stock Exchange, Arbitration Panel*
- ◆ *Eastern District, New York*

Mediation

- ◆ *New Jersey Civil Court*
- ◆ *New York Civil Court Commercial Division*

Background

Employment Consultant, November 2004 – Present

Advise clients on human resources programs and employment policies and procedures. Projects include conducting internal investigations, drafting employee handbooks, FLSA compliance audits, executive searches, rolling out employee loyalty programs, contract recruiting and project management. Also assist companies to develop conflict resolution policies, and mediate and arbitrate employment disputes.

FIND/SVP Business Advisory Service, October 2000 – November 2004

Human Resources Consultant

- ◆ Advised clients on human resources issues including employee relations, the development and implementation of employment policies and procedures, employee handbooks, training programs, compensation for executive and managerial employees, benefits trends, recruitment and employee sourcing methods, change management, and employee retention strategies. Performed background checks for clients as requested.
- ◆ Promoted the human resources sub-specialty at FIND/SVP by meeting with prospective clients, developing and maintaining ongoing client relationships, and promoting an array of client services.
- ◆ Wrote extensively on emerging trends in the industry, including topics that range from the prospective change in workplace demographics and corporate governance, to recruiting, motivating and retaining employees.

Metro North Railroad, October 1990 – October 2000

Labor Relations Attorney

- ◆ Counseled managers on the disposition of employment related matters ranging from recruitment, department reorganizations, compensation, training, performance evaluations and discipline, to overtime distribution.
- ◆ Developed and implemented employment policies.
- ◆ Resolved and mediated employee relations issues.
- ◆ Investigated discrimination complaints and workplace injury claims.
- ◆ Designed and conducted management training seminars on a variety of topics including sexual harassment and substance abuse.
- ◆ Interpreted and applied multiple collective bargaining agreements in a decentralized work environment.

- ◆ Negotiated with union representatives regarding the resolution of employee grievances and terms and conditions of collective bargaining agreements.
- ◆ Represented Metro North in alternative dispute resolution proceedings regarding contractual and disciplinary disputes.

New York City Office of Collective Bargaining, April 1988 – September 1990
Trial Examiner

Wrote administrative determinations regarding the arbitrability of grievances, scope of bargaining issues and improper employer/employee organization practices. Conducted fact-finding hearings. Represented the agency in litigation.

Degrees/ Certifications/Training

- ◆ Fordham University School of Law, J.D. Admitted to New York and Massachusetts Bars
- ◆ Brandeis University, B.A., Economics, Dean's List
- ◆ Society for Human Resource Management's SPHR certification as Senior Professional in Human Resources
- ◆ Equal Employment Opportunity Commission's mediator training program (New York District Office)
- ◆ Equal Employment Opportunity Commission's ADR Unit, Intern

Professional Associations

- ◆ *Society for Human Resource Management*
- ◆ *HR/NY*
- ◆ *American Society of Training and Development*
- ◆ *New York State Bar Association, Employment Section*
- ◆ *Association of the Bar of the City of New York, Alternative Dispute Resolution Committee*
- ◆ *International Foundation of Employee Benefits Plans*
- ◆ *Industrial Relations Research Association*

References Furnished Upon Request